

CALIFORNIA

CALIFORNIA
STATE

LABOR CLARION

Official Journal of the San Francisco Labor Council

Vol. XXXIX

San Francisco, November 8, 1940

No. 41

Official Request Made For Removal of A. F. of L. Western Representative

Acting in accord with an action taken by the executive council of the California State Federation of Labor, Secretary Vandeleur has forwarded a communication to President Green of the American Federation of Labor requesting the removal of Meyer Lewis, Western Representative of the A. F. of L., whose headquarters are in San Francisco.

Convention Subject

The action of the executive council followed the recent convention of the State Federation, at which gathering the subject of operation of the Western office of the A. F. of L. came in for some discussion and pointed criticism. The subject matter and the resolution which brought on the discussion was finally referred to the executive council, which has resulted in the action above stated.

It would be useless to deny that adverse opinion, among union members of standing, with reference to the A. F. of L. Western office and, in particular, its representative, has existed in California. Some of these are set forth in the communication of Secretary Vandeleur, which follows:

Letter to President Green

October 30, 1940.

Mr. William Green, President,
American Federation of Labor,
A. F. of L. Building,
Washington, D. C.

Dear Sir and Brother:

By unanimous vote of the executive council of the California State Federation of Labor, I am instructed to address this communication to you asking the removal of Meyer L. Lewis as Western Representative of the American Federation of Labor, in so far as California is concerned.

The matter of Mr. Lewis and his activities came before the recent convention of the California State Federation of Labor in connection with a resolution introduced by the Orange County Central Labor Council, copy of which is attached hereto. The resolutions committee recommended concurrence, whereupon considerable debate ensued. During this debate, other delegates cited experiences with Mr. Lewis' office similar to those of the Orange County Central Labor Council, and an amendment was offered from the floor asking the removal of Mr. Lewis and abolition of his office in California. The matter was finally referred to the executive council of the State Federation, with full power to act.

The incoming executive council considered the question of Mr. Lewis and his office with only one thought in mind—the welfare of the California labor movement. It felt that the office of Western Representative of the American Federation of Labor had been created to benefit the movement on the Pacific Coast, and that if the office had failed in this purpose, the California State Federation of Labor would be derelict in its duty if it failed to call the attention of the proper officers of the American Federation of Labor to this regrettable condition.

It was pointed out that when Mr. Lewis first came to California every co-operation was given him by the California State Federation of Labor. Organizers maintained by its funds were placed

under the exclusive control and direction of Mr. Lewis, in an effort to co-ordinate organization. It is unfortunate, indeed, that in such a short time Mr. Lewis has succeeded in arousing so much feeling against his activities.

A dispassionate analysis of Mr. Lewis' activities by the executive council revealed:

- That the complaint of the Orange County Central Labor Council was justified, and represented not an isolated case but was typical of the methods used by Mr. Lewis' office. The regularly chartered organizations of the American Federation of Labor have been consistently ignored by Mr. Lewis, the effect of which has been to thwart organization and create discord. This procedure on Mr. Lewis' part has given rise to the belief, shared by the overwhelming majority of the California labor movement, that it is not his intention to co-operate with the regularly chartered organizations of the American Federation of Labor, but to "take over" for purposes of his own, having nothing to do with the welfare of California labor.

The aloofness with which Mr. Lewis treats the California labor movement is best demonstrated by his failure to attend a single meeting of the San Francisco Labor Council or Los Angeles Central Labor Council, the two largest in the state. Reports to the executive council indicate that Mr. Lewis paid one visit to the San Pedro Central Labor Council, and these two visits appear to constitute the sum total of all visits paid by him to central labor councils since his arrival in California. Two conventions of the California State Federation of Labor have also been held since his arrival here, and although especially invited to attend Mr. Lewis chose to absent himself from both.

- That in his effort to "take over" Mr. Lewis has established a structure dual in nature to the regularly chartered organizations of the American Federation of Labor. This dual organization of Mr. Lewis operates, for the most part, independently of the chartered machinery of the American Federation of Labor, violating at will constitutional procedure. An example of this is the practice by Mr. Lewis of arbitrarily placing firms on the "unfair list" without consulting any of the regular agencies solely empowered by the American Federation of Labor to take such action.

- This dualism of Mr. Lewis is exhibited in its worst form by his efforts to supplant the labor press of California with a newspaper published by himself, which cannot, by the very nature of the area Mr. Lewis is trying to cover, be responsive to the needs of our unions. The labor press of California has rendered enormous service to our movement. It is responsible for much of our progress, and its destruction would be a calamity which would materially affect the welfare of California labor. Mr. Lewis has not hesitated to use every conceivable pressure on local unions throughout the state to drop support of their local labor papers and transfer such support to his newspaper.

The editorial policy of Mr. Lewis' paper has also failed to meet with general approval throughout the state. It has not hesitated to print attacks on officers of American Federation of Labor unions and central bodies, and its columns have echoed the factional activities of Mr. Lewis.

- Upon his arrival, Mr. Lewis was most lavish in his promises to the California labor movement.

(Continued on Page Two)

President Roosevelt Is Given Overwhelming "Vote of Confidence"

Sweeping to a victory which has left his opponents gasping, Franklin D. Roosevelt has been chosen for his third term as President of the United States. "Expert" polls, "never failing" prophets and other like accompaniments of elections are in hiding and preparing alibis and a new set of rules and percentages for the next appearance.

Complete figures are of course yet unavailable, but there is no doubt of the result so far as the presidency is concerned. Due to the close vote in a few states there is a possibility of some change, but the Associated Press on Thursday morning announced that President Roosevelt was leading in thirty-nine states, having 468 electoral votes, and that Wendell Willkie was leading in nine states with a total of 63 votes. Other figures of the "A.P." were:

Congress and Governors

Popular Vote—With 118,390 of the nation's 127,245 precincts counted at that time, the total major party vote was 47,122,579, of which Roosevelt polled 25,807,856 and Willkie 21,792,352.

Senate—Twenty-two Democrats, 12 Republicans and 1 Progressive elected, giving Republicans a net gain of 4.

House—Democrats elected 263, Republicans 162, American Labor 1, Progressive 3, Independent Democrat 1. Democrats took 22 seats from Republicans, Republicans took 15 from Democrats, Progressives took 1 from Republicans.

Governors—Seventeen Democrats and 15 Republicans elected, 2 undecided. Republicans ousted 5 Democratic governors, Democrats ousted 4 Republicans.

In California 13,034 precincts out of 13,692 gave: Roosevelt, 1,750,876; Willkie, 1,240,231; Thomas, 9915; Browder, 8197; Babson, 6269.

California Legislature

The Republicans continued to hold control of the State Senate, 23 to 17. In the Assembly the Democrats seemed to have control on the basis of available returns, and it appeared the "bi-partisan economy bloc" would again dominate the lower house. The Republicans accounted for 36 Assembly members and the Democrats 41.

Edward M. Gaffney had defeated Ray Williamson in the Twenty-sixth (San Francisco) district by 516 votes on semi-official returns. There still remained 725 absentee ballots to be counted in this district. Robert M. Green was successful in the Twenty-eighth district, and other local Assemblymen had been assured election by the primary vote, except in the Twenty-first, where John D. Welch faced a "write-in" campaign in behalf of Joseph Gilmore, but which he seemed to have been successful in defeating.

Rolph Is Victorious

In the race for Congress in the Fourth district, which had been aggressively contested, Tom Rolph defeated the incumbent, Frank R. Havenner, the vote being 72,873 to 59,348.

All incumbent justices of the supreme and appellate courts apparently were confirmed for re-election.

U. S. Senator Hiram Johnson, although nomi-

(Continued on Page Two)

Request Removal of A.F. of L. Representative

(Continued from Page One)

Our people here were unaware of the limits of his authority and resources, and accepted these promises in good faith. The State Federation of Labor and many central labor councils altered their organizing programs to conform with these promises of Mr. Lewis. The result was that much was agreed upon in conference, but very little accomplished in the field, because Mr. Lewis failed to keep the majority of his promises. Constructive and sound organizational progress has failed to flow from the expenditure which Mr. Lewis' office and activities must entail. The opinion is prevalent among our people that Mr. Lewis can not be trusted to keep his word, and that the only time he is willing to enter a situation is when a factional advantage might be derived by him from it.

5. The last year was one of high tide for C.I.O. raids against established A. F. of L. unions. In not a single situation was any help forthcoming from Mr. Lewis. The California State Federation of Labor, in conjunction with the local central labor councils, furnished the only help to repel these raids. In fact, the suspicion persists among many of our people that Mr. Lewis tried to cripple our resistance to the C.I.O. raids in order to derive whatever factional advantage the attendant confusion might bring.

6. During the recent convention of the California State Federation of Labor, Mr. Lewis used his position as western representative of the American Federation of Labor to influence the votes of federally chartered locals against certain officers he wanted to supplant. Delegates from these locals were openly threatened with receiverships if they failed to vote in accordance with Mr. Lewis' instructions.

In addition to the points cited above, the discussion among the members of the executive council of the California State Federation of Labor produced more evidence to indicate that Mr. Lewis has no real usefulness in California. In this they reflect the feeling of the overwhelming majority of the delegates to the convention. It is the consensus of opinion that Mr. Lewis lacks either the experience to discharge the duties of his office properly, or is psychologically incapable of understanding what real co-operation means.

The executive council realized that the western office represented an effort on the part of the American Federation of Labor to aid the movement on the Pacific Coast. It felt that this office could be continued with much benefit to our movement, provided the proper man was placed in charge. It instructed me to suggest that should

the plea of the California State Federation of Labor be heeded, and Mr. Lewis removed for the good of the movement, that it be consulted before his successor is appointed.

Fraternally yours,

EDWARD D. VANDELEUR, Secretary,
California State Federation of Labor.

The resolution referred to in the above communication as having been introduced at the recent convention of the State Federation of Labor reads as follows:

Opposing Authority of Organizers

Resolution No. 132. Presented by Central Labor Council of Orange County, Santa Ana.

Whereas, The union labor movement of Orange county has always operated under difficulties, due to the opposition of labor-hating organizations that are numerous throughout the county, and also employer associations; it is the duty of the Central Labor Union of Orange County to work for and protect the interests of all organized locals; and

Whereas, This central body has unstintingly given its time to organizing the unorganized workers, and for over two years has spent several thousand dollars in a campaign to organize the workers of the Val Vita Canning Company and their subsidiary companies of Fullerton, Calif., and in bringing the workers' interests to a heating point where it was possible to demand conditions for the operators of that plant; and

Whereas, Local organizing committees have a better insight in organizing workers in the vicinity; and when an outside organizer, not familiar with the conditions of this county, presents a union agreement to a company that is being organized, without giving the said council the courtesy of inquiring as to conditions in that plant and what has been done to remedy same, such as was done by the western office of the American Federation of Labor in the case of the Val Vita Cannery, Fullerton, Calif.; and

Whereas, Certain officers or organizers of the western office of the American Federation of Labor have tried to negotiate agreements, which have been detrimental to the Central Labor Union of Orange County and left obstacles in the way for further organization of this plant, and it is impossible to continue to make any progress in this said condition for another year as a majority of the people in these plants work only about four months of each year before transferring into packing houses to work; therefore, be it

Resolved, That this council oppose any such authorities given to American Federation of Labor organizers or State Federation organizers without first contacting the local authorities in the labor movement and receiving a letter releasing same to organizers; and be it further

Resolved, That the delegates to the American Federation of Labor convention bring this to the attention of the annual convention of the American Federation of Labor, and have same acted upon in the form of a resolution and inserted in the by-laws of both the American Federation of Labor and the California State Federation of Labor.

GOES TO CONVENTION

John A. O'Connell, secretary of the San Francisco Labor Council, will depart tomorrow (Saturday) for New Orleans, where he will officially represent the Council in the annual convention of the American Federation of Labor, which convenes in the southern city this year.



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Court Asked to Curb National Labor Board

"Outrageous interference" with the internal affairs of unions by the National Labor Relations Board was charged by the American Federation of Labor in asking the Supreme Court to protect unions against such interference.

Joseph A. Padway, A. F. of L. general counsel, told the court that the board had exceeded its authority in refusing to permit a craft union to determine its collective bargaining representative for negotiations with the Serrick Corporation, Muncie, Ind.

Counsel for the Labor Board replied that the craft union—a local of the International Association of Machinists—had been denied designation as a voting unit because it had been assisted "by the company's unfair labor practices."

The board declared that all the production employees, including members of the craft union, should be the voting unit. It then designated the United Automobile Workers of America, a C.I.O. affiliate, as the collective bargaining agency. Padway asserted that such a ruling, if followed generally, would "destroy our internal organization that has existed for sixty years."

Election Returns

(Continued from Page One)

nally elected at the primary, received a most flattering vote.

City and State Propositions

Each of the proposed city charter amendments were adopted, and friends are especially congratulating the Park Employees upon their successful fight to gain civil service status, the vote in their favor being practically two to one.

Tabulations on the seventeen propositions voted throughout the State showed that the voters had approved the two measures relative to liens from old age pensioners; the counting of election returns; court review of acts of administrative officers, etc.; the Fish and Game amendment; proceedings relating to public improvements; permitting the State to own shares in mutual water companies; legislative committees.

The daylight saving proposal was badly beaten, as was the measure providing for an annual session of the Legislature. Returns on some of the propositions were yet inconclusive.

BUTCHERS WIN LONG FIGHT

The strike of the Amalgamated Meat Cutters and Butcher Workmen in the Spokane plant of Armour & Co. has ended with the signing of a union shop agreement calling for a 3½ cents per hour wage increase, and bringing to a close a long fight which had led to a union boycott of Armour products throughout the Northwest.

NAME FEDERATION SECRETARY

Herman Seide, general secretary of the Milwaukee Federated Trades Council, has been appointed president of the Wisconsin State Federation of Labor to succeed the late Henry Ohl, who recently died from a heart attack in Washington, D. C., after having served in that capacity for twenty-three years. Seide is a member of the Carpenters' Union.

LUXOR CABS

THE OFFICIAL UNION
LABEL EXHIBITION CABS

ORDWAY 4040
STRICTLY INDEPENDENT

Plan Transfer of Workers For Defense Industries

The United States Employment Service of the Social Security Board has put into operation a national system for clearance of employers' labor needs and interstate transfer of workers in some 500 occupations essential to defense industries. This system supplements the existing interstate clearance machinery maintained co-operatively by the various state employment services, the security board said.

Hereafter employer orders for defense workers which cannot be filled by the local employment offices within any given state will be referred by the state agencies to one of a network of thirteen regional clearance offices covering the entire country.

To Serve as Control Points

These regional offices will serve as control points for interstate clearance of orders for key workers in aircraft, tank construction, arms and munitions manufacture, and a number of other defense industries, as well as the government-operated shipyards and arsenals which come under civil service regulations.

The regional clearance offices will not themselves accept applications from job seekers or carry out placements. These activities will be carried on as usual by the local state-operated employment offices. The state services will continue to handle interstate clearance of non-defense workers, although they may use the new national machinery for this purpose if they wish.

Orderly Procedure Planned

The chief function of the regional clearance offices will be to route orders for defense workers which cannot be filled within a state to the localities where such labor may be available, basing their action in each case on current information as to available labor supply and employers' labor requirements.

In announcing the new procedure to the affiliated state employment services, the board stated that this machinery was established in order that the United States Employment Service and the state agencies might promote an orderly and planned interstate clearance of labor in accordance with the responsibility placed upon them by the National Defense Advisory Commission. The commission's labor supply program aims to prevent unnecessary migration of workers with resultant dislocation of the labor market and of productive activity.

Preference to Local Labor

Special emphasis has been placed on filling jobs with available labor from the local community wherever possible. To this end the policy of the commission in connection with the award of contracts for production of defense material is to urge employers not to recruit labor outside their locality until the local state employment office has had an opportunity to meet their requirements within the community or through clearance with other employment offices.

In order to carry out this program, the Bureau of Employment Security has been securing from the state employment services reports showing the

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number and type of key workers who are registered as available for employment in defense industries, in each area. Other information, obtained by canvass of about 20,000 employers in defense industries, covers each employer's current labor requirements for the next sixty days. Each of the regional clearance offices will have this information at its disposal.

JOLTED FOR FAKING UNION LABEL

Another hefty warning against outright deception, or any "funny business," in connection with use of the union label of the printing trades was given recently in New York. Elmer J. Holmes, proprietor of a print shop in Jamaica, Borough of Queens, was fined \$500 when he pleaded guilty to a charge of representing a non-union printing job as union made. Holmes was accused of fudging out the cover of a publication to a union shop to get a union label for it, but printing the contents of the publication in his own non-union shop. He was given a week to produce the fine or serve three months in jail.

Remove to Labor Temple

Steam Fitters No. 590 this week leased an office in the Labor Temple, and on the 15th of the month will remove from their present location on Howard street to the new headquarters, which will be in room 316, third floor. The union has also arranged to hold its meetings, on the first and third Fridays, in Fraternal hall of the Labor Temple instead of Union hall, and its executive board, will meet, on Wednesdays, in Hall "A."

Organizations seeking headquarters are advised that a few offices are yet available in the Temple, as likewise are various meeting halls on certain days and nights.

Blacksmiths No. 168

By JAMES DOUGALL, Secretary

We are sorry to announce the death of another of our members. Stephen Nagy passed away on October 29, following a short illness. The deepest sympathy of the officers and members of No. 168 is extended to his bereaved widow and family.

Local members of the Brotherhood are displaying great interest in the grand ball and anniversary celebration to be given the evening of November 23 in Irish American hall, and are marking that date as "closed" to all other entertainment events. A committee has in charge the preparation of the program, and expects to be able shortly to make announcement of details. On this occasion there is to be celebrated the golden anniversary of the International Brotherhood of Blacksmiths, Drop Forgers and Helpers, the actual date of which fell in October, but the formal recognition of which by No. 168 was postponed to the November date above announced. That it will be an occasion of rejoicing and reunion goes without saying.

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Emil Muri, Retired Union Official, Dead

The labor movement of San Francisco and California was deeply saddened last Monday morning on learning of the death of Emil Muri, which occurred at his home in San Mateo.

The deceased brother was a well known member of the Brewery Workers' Union and a pioneer in the ranks of organized labor on the Pacific Coast. Due to ill health and advanced age he had retired from active participation in the work of his organization in July of 1938, and it had been the hope of his friends that the step then taken was the beginning of many years of well earned rest and enjoyment.

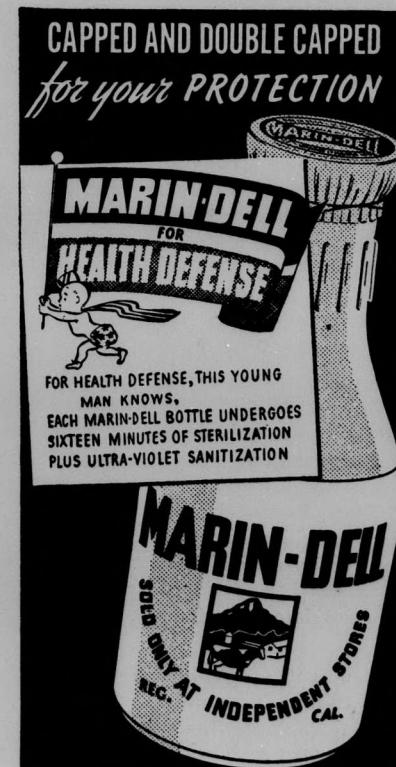
He was born in Brugg, Switzerland, in 1868. After serving an apprenticeship in the industry, his early years as a journeyman brewer and maltster were spent in many of the breweries in Europe. Arriving in America in 1888, four years later he affiliated with the Brewery Workers' Union, became active in its ranks and participated in many of the struggles in its formative period. In 1906 he became international representative of the Brewers for the Pacific Coast, and the following year was elected secretary of his local, No. 7, in San Francisco, both of which positions he retained until his retirement, and during that period had attended every convention of his international organization.

Throughout his years of official activity he devoted his entire time to the development of the interests of the brewery workers, particularly in California and the remainder of his district. His retirement was deeply regretted by the officials and members of the union, and in his passing they now realize a vacancy, difficult to fill, in the ranks of those who through devotion to the interests of their fellow men makes a happier life for those who toil.

The funeral was held on Wednesday, at 2:30 p. m. and to which numerous friends came to pay their last respects. Deceased is survived by the widow, to whom the sympathy of many friends is extended. A daughter had preceded him in death.

PIONEER OF BROTHERHOODS

The Grand International Brotherhood of Locomotive Engineers, which was organized in 1863 at Detroit, as the Brotherhood of the Footboard, is the oldest railway organization in the United States.



LABOR CLARION

Published Weekly by the
SAN FRANCISCO LABOR COUNCIL
Office, 101 Labor Temple, 2940 Sixteenth St.
San Francisco, California
Telephone - HEmlock 3924
CHAS. A. DERRY, Editor and Manager



SUBSCRIPTION RATES

	Year
Single subscriptions	\$1.50
To unions, each subscription.....	1.00
(When subscribing for entire membership)	
Single copies.....	.05

Change of address or additions to union mail lists must come through the secretary of each organization. Members are notified that this is obligatory.

Entered as second-class matter August 10, 1918, at the postoffice at San Francisco, California, under the Act of March 3, 1879.

FRIDAY, NOVEMBER 8, 1940

The Election Is Over

Apparently ignoring the "tradition" against a third term for a President of the United States, the voters of the nation last Tuesday returned Franklin D. Roosevelt to the office of chief executive of the republic for the third consecutive time.

Casting a vote never equaled in the history of the nation, according to available returns the electorate gave Roosevelt a popular vote of 25,807,856, against 21,792,352 for Willkie, with an electoral vote of 468 for Roosevelt and 63 for Willkie. This compared with 523 for Roosevelt in 1936 and 8 for Landon, the Republican candidate for President in that year.

It may be truthfully said that the campaign was one of the most bitter personal fights ever waged against a President of the United States; and it is to the credit of Mr. Roosevelt that he at no time during the campaign resorted to personalities. He confined his arguments to support of his policies and left the personalities to his opponent.

* * *

When it became evident early Wednesday morning that Roosevelt had received a clear majority of the electoral votes, Senator Charles L. McNary of Oregon, Willkie's vice-presidential running mate, acknowledged defeat and sent his congratulations to Roosevelt and Democratic Vice-Presidential Candidate Wallace.

"We shall try to afford Mr. Roosevelt and his associates a worthy and vigilant opposition," said McNary in a statement at Salem, Ore. "Today's trend indicates a victory for our principles four years hence."

Later in the day Willkie conceded that President Roosevelt had been elected and sent him the following telegram:

"Congratulations on your re-election as President of the United States. I know that we are both gratified that so many American citizens participated in the election. I wish you all personal health and happiness."

* * *

The message to be learned from the campaign and election is plain. No man can expect to win the presidency through tirades of abuse and vituperation directed at his opponent. The tyro Willkie had not learned this truism. But the master politician, Roosevelt, with a long list of political battles behind him, knew that he would gain no votes by abuse of his adversary; and his calm analysis of the ill-considered promises of the Republican candidate provided a weapon ready-made for him.

The statement of Willkie that although there were nine million unemployed in the country he would see that all of them secured jobs were he elected did not sit well with the voters, who knew that the principal activity of the President for the

last seven and a half years had been an endeavor to provide remunerative employment for the unemployed.

* * *

Also the assault of Willkie upon the "new deal" and his promise to repeal that legislation was not welcomed by those who had witnessed the reforms inaugurated by "new deal" laws and participated in their benefits. It was not an inviting prospect to realize that this statement threatened collective bargaining, the maximum wage and minimum hours, together with abolition of child labor and humane conditions for women in industry, all of which were brought about by the "new deal." That was too high a price to pay for the election of Willkie.

When he made this dire threat Willkie must have forgotten that he was not addressing the merchants and manufacturers' associations of the country instead of the toilers.

As James Farley, former postmaster general, said, in his address on election night, the problem of the nation, now that the battle is over, is for all citizens to work for the unification of the country with a view to bringing prosperity to all and to assist in again placing America in the forefront of prosperity. Let each do his part.

Labor Law Inspectors

"A good inspector is as necessary as a good law," but trade unionists know this is particularly true of labor laws. Today more than ever it is realized that the effectiveness of our general labor laws—those limiting hours of work, setting minimum wages, regulating child labor, providing for collection of unpaid back wages—depends on enforcement by competent, trained, sympathetic inspectors.

"Qualifications for General Labor Law Inspectors," just published as Bulletin No. 38 by the U. S. Department of Labor, outlines the recommendations of an advisory committee to Secretary of Labor Perkins. The recommendations are based on the first-hand experiences of the committee, composed of state labor law administrators and representatives of organized labor, including Boris Shishkin, American Federation of Labor economist. Work in the trade union movement is recognized as qualifying experience for labor law inspectors. Qualified inspectors should be kept in the public service; they should not be subject to sudden dismissal without cause. "Definite provision for promotion, based upon quality of performance and length of service, and for tenure of office through the protection of the civil service system or its merit rating equivalent," is urged.

"Pre-Trial" Court Experience

The first month's operation of Chicago's "pre-trial" court has saved the city treasury at least \$12,000, the American Municipal Association reports. The court was created to speed justice, and save costs for both litigants and taxpayers in cases involving small damage suits, broken contracts and unpaid wages.

Under the pre-trial court system, litigants are called into conference before their cases come to trial to see if the issues can be settled through conciliation and agreement. Municipal Judge Oscar S. Caplan, who presides over the unusual court, said about 31 per cent of the 2250 cases called have been disposed of, and that action has been taken on all but 479 of the cases.

The association said the practice of calling cases in advance of trial for the settlement of issues has been of great aid, in certain cities where it had been tried, in bringing about settlements, and in stabilizing dockets so judges may be kept busy trying cases that deserve and are ready for trial.

"The principles of right and wrong are legible to every one."—Thomas Jefferson.

Comment on the News

(I. L. N. S.)

We talk much of democracy, but do we really know what it is? Probably few ever stop to think out just what democracy consists of, what it means, or should mean, to the great mass of Americans.

Mrs. Florence Kerr, assistant commissioner of the Work Projects Administration, threw light on democracy's meaning in a recent Portland, Oregon, address. In a few words, she pointed to some aspects of democracy that are given too little emphasis. Talking on "Democracy Begins at Home," the keynote of her address, she said:

"We are preparing today for total defense. Defense implies danger. It means protection **against** something. And it implies something to defend—some cherished possession to be protected from the dangers that threaten.

"The dangers that threaten are obvious to us all. We know too well what they are and from whence they come. Aggression abroad; hazards at home. One cannot read the daily headlines, or listen to a radio commentator without fresh consciousness of their imminence and their gravity." Mrs. Kerr went on to say:

"But I sometimes wonder whether we are fully conscious of what we are defending—conscious of it, I mean, in the terms of everyday life. Our democracy consists of many simple and homely things. And it has to be defended and maintained in simple and homely ways, every day of our lives.

"I think we are all agreed that the essence of our democracy is freedom and opportunity. It can be expressed as the right of everyone to make the most of his life. What does that mean in practice? It means a great deal. It means that we must make it possible for everyone to have a decently sheltered home, food, clothes and proper health protection. It means that we must see to it that everybody has educational opportunities, and opportunities for the enjoyment of leisure in normal recreation. These are among the things we have been striving for in America. They are simple and homely rights. And they are won by continuous daily efforts. We do not postpone the struggle for them to some further battlefield. We work from day to day to extend these democratic rights to more and more people. If we would stop trying, that would be a defeat for democracy."

* * *

American advocates of national health insurance, which has been indorsed by the American Federation of Labor, are wondering what has become of the well organized health insurance system in Norway, now that that country is in the hands of the nazis.

National health insurance was introduced in Norway by an act of 1909. The law current until the invasion, the 1930 act with revisions, provided for the inclusion of every wage-earner over 15 whose annual income did not exceed 6000 kroner.

According to income-class, the insured worker paid a weekly premium varying from about 15 to 35 cents. Payable in addition were state, municipal and employers' contributions of 20 per cent, 10 per cent and 10 per cent, respectively. A person not compulsorily insurable might voluntarily take advantage of the plan, but if his income exceeded the maximum, he was himself liable for the full extent of the premium. In 1935, the total number of persons insured under the scheme was 751,660.

The national health insurance plan provided for assistance in case of illness, birth and death. Members of an insured person's family also might receive medical aid or in-patient treatment at a public hospital.

It is reported there may be a later-on sensation about how the "Daily Worker" got what appears to have been the first copy of an S.E.C. report, 285 pages, prepared for the monopoly investigating committee. But few copies are said to exist, and these guarded most carefully.

The State Civil Service

Statistical material concerning employment in the California state civil service has been gathered by the State Personnel Board since 1935. From the report of the Board, as of December 31, 1939, the following summary is taken concerning this very important department of the State government:

At the close of 1939 there were 24,316 employees in the State civil service, of whom 22,387 were full time employees, 1240 part time and 689 seasonal. There was an increase of 377 full time employees and a decrease of 288 in part time and 568 seasonal employees.

Size of State Agencies

Among the principal State agencies the Department of Public Works, with 5849 civil service employees, continued to be the largest. The Department of Institutions had 4012; the Department of Employment, 2296; Department of Motor Vehicles, 2189; Board of Equalization, 1735; Department of Public Health, 291.

There were 1531 different position classifications active in the Personnel Classification Plan; of this total, 721 were classes in which only one individual was employed.

Since 1935 the number of clerical employees has more than doubled, and the percentage of employees holding clerical positions has increased from 22 per cent to 30 per cent.

From 1935 to 1939 there was an increase of 37 per cent in the number of crafts and labor employees. Twenty-five per cent of the employees are working in crafts and labor jobs.

Salaries and Promotions

The average monthly earnings of the civil service employees increased from \$148 to \$157 between 1935 and 1939. The median salary increased from \$131 to \$142. The total monthly payroll for December, 1939, amounted to \$4,615,125. This included all civil service and exempt employment other than employment at the University of California.

During 1939, 357 employees received advancement to higher positions by appointment from promotional examination eligible lists. In addition, 339 employees received advancement as a result of success in open competitive examinations or upon the basis of some previous civil service status in the higher class. The median salary for men was \$163, and for women \$116.

Salary Increases

Of the 23,627 full time and part time employees, 10,486 received salary increases during the year, ranging from \$5 to \$20 a month, the largest number in the classes being 7568, who received an increase of \$10. As a result of transfer to lower classes, voluntary demotions and other reasons, 108 persons received salary deductions during the year. Of full time employees paid a monthly salary, there were 6784 at the minimum or entrance rate, and 1253 at the maximum of their salary range, other employees being in the intermediate steps.

In 1939, for the first time, the number of employees receiving advancement as the result of successful promotional examinations exceeded the number who secured advancement from open competitive eligible lists.

Entry Into the Service

"Weakness in a civil service system," says the report, "is indicated when large numbers of the employees achieve civil service status after having first worked with some kind of non-civil service status. California has made great progress since 1935 in recruiting directly by examination persons who have never before worked for the State."

Fifty-two per cent of the employees holding permanent civil service full time and part time positions were appointed from eligible lists without any prior employment in State jobs.

Very few employees, the report states, have been

blanketed into civil service status since 1934, and the percentage of employees gaining status by this method continues to decrease. Only 9.8 per cent of the present employees gained their jobs by the "blanketing in" process.

The percentage reinstated to their positions after a leave of absence has changed very little since 1935; 6.3 per cent of the employees have re-entered the service by reinstatement after a leave of absence. Four per cent of the employees have re-entered the service after resignation.

Seventy-one per cent of the present clerical employees have been appointed directly from civil service lists without having prior service on the jobs. Seventy-three per cent of the employees who worked for the California Commission at the Golden Gate Exposition were appointed from eligible lists without having had prior service on their jobs.

Sacramento County, with 6558 State employees, continues to be the center of State activity. San Francisco has 3205 State employees, and Los Angeles 3571.

Average Length of Service and Ages

The average length of service of civil service employees is 7 years and 1 month. In the occupational groups, crafts and labor have an average length of service of 8 years and 2 months.

The median age for the entire civil service group in 1939 was 39 years and 2 months. Half of the crafts and labor employees are 45 years of age or more.

The number of certifications to permanent jobs in 1939 was 2675, and 89 were dismissed during their probationary period. There were 959 resignations (not including those resignations for the purpose of accepting other state employment).

The smallest number and smallest percentage of resignations was among the road construction and maintenance employees, where there were only two resignations out of a group of 651 employees. In the laborer group there were 84 resignations from the crew of 1334.

Of the entire number of employees who resigned from the State civil service 83 per cent were receiving salaries of less than \$150. Only 5 per cent of those resigning were receiving salaries of more than \$200.

VOTE FOR A. F. OF L.

The American Federation of Labor union was named collective bargaining representative in an election among the employees of the National Casket Company at Oneida, N. Y. Of 176 ballots cast, 168 were for the A. F. of L.

SALE OF CHRISTMAS TREES

Only a short time until Christmas, and the annual harvest of Yule trees already is under way in many forested areas in California. The penal code requires that all Christmas tree dealers in this state must have notarized permits to possess or transport trees. State and federal officers will closely supervise all phases of the trade. Regional Forester S. B. Show of the U. S. Service states that when a purchaser invests in a fir tree for the home this Christmas he can be reasonably sure that it's an "honest" tree, not one that has been bootlegged.

TO DROP "HOSTESS" ROLES

Now that they are members of a labor union, chorus girls and entertainers who perform in Chicago's night spots are determined that henceforth they will no longer drink with customers who happen to have a roll and ask them to do so. They are members of the American Guild of Variety Artists and have started a movement to drop their roles as hostesses when hired as legitimate entertainers. A "mixing committee" of fifteen girls, with Brent Ace Welburn, a professional magician, as chairman, has been formed to gather evidence on the practice of making show girls mingle and drink with the male customers between the acts.

Where Organized Labor Stands

By Dr. CHARLES STELZLE

It is a striking fact that when Russian communism first announced its program to the world, scores of the most outstanding business corporations in the United States declared that there was nothing to be alarmed about—that the communists were simply working out a "great experiment."

While this was going on, organized labor was having its own experiences with communism in the United States. Its affiliated national organizations, its state and central labor bodies were battling against the inroads being made upon their membership by sniping agitators, who were being financed in large measure by Soviet funds. The representatives of industry and finance who endorsed—or condoned—communism made a serious blunder, but organized labor has stood steadfastly for the principles of American democracy.

Organized labor similarly opposed fascism and naziism, with their programs of tyranny and oppression, and it has been vindicated in its position with respect to these forms of government and their leaders. The rest of the country has finally come to the position which organized labor had taken long ago. I recall the action taken against even a milder form of radicalism at the first convention of the A. F. of L. which I attended as a fraternal delegate thirty-six years ago, and at later conventions of other labor bodies.

Why should organized labor have taken this position on economic and political issues, when others who were assumed to be wiser and more statesmanlike stood for philosophies which have proven themselves totally inadequate? Because organized labor has always been vehemently opposed to the outrageous cruelties practiced upon helpless people by the rulers of totalitarian governments; because organized labor instinctively believes in freedom from oppression and despair of every kind and has consistently been fighting for it for a hundred years; because organized labor seeks to raise the level of living for all workers, regardless of servitude.

With this deep human interest, high purpose, and practical program as its ideal, organized labor cannot be satisfied with any philosophy or any government which further debases any human being who is suffering from injustice or oppression from any source which may be depriving him of his rights and privileges as a free citizen.

I. B. E. W. Wins Election

In an 18-to-1 landslide, Local 3 of the International Brotherhood of Electrical Workers was overwhelmingly chosen as the exclusive bargaining agent of 1500 employees of the Leviton Manufacturing Company in what officials of the National Labor Relations Board said was one of the most orderly elections in the history of that body.

The vote was 1299 in favor of the union and only seventy votes were cast in opposition. Sixteen ballots were challenged by the company and none by the union. Of the 1499 workers eligible to participate in the election merely 104 abstained.

The Leviton workers have been on strike since August 27 and the strike has been one of the most bitterly contested labor disputes in New York in recent years. Its conduct has won enthusiastic praise for Local 3 from many of New York's outstanding labor leaders.

Benefits of \$7 a week were paid to each striker. The union also maintained a free restaurant for strikers, and children and dependents. The cost of the strike is declared to be close to \$100,000.

Despite the decisive results of the election, union representatives state that the strike will continue until a union contract is signed. So far the management has consistently refused to meet and negotiate with union representatives in spite of repeated requests.

Local Unions Sponsor Series of Lectures

Jennie Matyas, educational director of the International Ladies' Garment Workers' Union, makes the following announcement of a series of lectures to be given by prominent educators in the coming six weeks:

"With the excitement of the election over, a number of San Francisco A. F. of L. unions are turning their attention to the most difficult task of preparing themselves for the best possible understanding of the forces that make this world of ours what it is today.

"Each year, each month, the labor movement grows in solid achievement. In spite of terrific obstacles the labor movement is steadily gaining in influence. It will continue to gain prestige and power. Our responsibility to equip ourselves with the best possible knowledge and understanding of the forces that bring about the important changes in our complex society becomes greater in proportion to our achievements.

To Begin Next Monday

"Through the combined efforts of a number of A. F. of L. unions, it has been possible to arrange a series of great lectures to be given on Monday nights, starting November 11, at 8 o'clock, at the headquarters of the International Ladies' Garment Workers' Union, 345 Mason street.

"This series is especially planned for labor leaders and union members who think in terms of labor's part in national and international problems, and who wish to gain the best possible understanding of them. More than being just a series of great talks given by authorities in their respective fields, it is hoped that this series will be the forerunner of classes in trade union leadership, labor history, labor economics and subjects of a more elementary nature ranging to classes in public speaking, in English and American citizenship.

"This series of six great lectures will be free to union members and their friends. The cost of the lectures, as well as the classes that we hope will follow, will be borne by the sponsoring unions.

"November 11, being Armistice Day, it is fitting that the series shall start with a lecture by Dr.

Alexander Meiklejohn, former president of Amherst College, former chairman of the Experimental College of the University of Wisconsin, and founder of the School of Social Studies, on 'Education for Democracy.' The dates, subjects and speakers for the remainder of the series follows:

November 18—"The Meaning of History," by Max Radin, professor in the law school of the University of California.

November 25—"A Professor Looks at Labor," by William S. Hopkins, professor of labor economics, Stanford University.

December 2—"The Real Costs of War," by John B. Condliffe, professor of economics, University of California; formerly member of the economics intelligence service of the League of Nations.

December 9—"Obligations of Free Speech," by Gerald Marsh, professor of public speaking, University of California.

December 16—"Totalitarianism vs. Democracy," by Dr. George Hedley, assistant professor of sociology, Mills College, director of the Pacific Coast Labor School.

List of Sponsors

The announcement by Mrs. Matyas continues:

"The lecture series is sponsored by the following unions: Department Store Employees No. 1100, International Ladies' Garment Workers, Apartment House Employees, Railway Clerks' General Lodge No. 890.

"It is also sponsored by leaders and members of the following unions: Waitresses No. 48, Newspaper, Periodical Drivers and Helpers No. 921, Hospital Workers, Bakery Wagon Drivers, Laborers, Bartenders No. 41, Millinery Workers, and Newspaper Distributors' Union.

"The sponsoring unions will welcome any additional A. F. of L. sponsors. The cost is slight. Whether you come as a sponsor or not, we hope you will give this matter the widest publicity among your membership, and come to the first and all of the series starting this coming Monday, November 11, 8 p. m., at 345 Mason street."

AGE LIMIT RAISED

Qualified workers who have not passed their sixty-second birthday will be accepted as boat-builders, shipfitters, sailmakers and shipjoiners for the Coast Guard depot at Curtis Bay, Md., the civil service commission announced in raising the age limits for these jobs. An urgent call was also sent out for rigger helpers, flange turner helpers, foundry furnace men and aircraft instrument mechanic helpers for the navy yard at Portsmouth, Va., and the naval air station at Norfolk.

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Jack Dempsey "Lands" In Role of Arbitrator

Shakespeare had his Portia but organized labor has a judge of equal renown, a just judge, an honorable judge, a two-fisted judge—none other than Jack Dempsey.

The former heavyweight champion of the world, squared off against a tough labor problem when he was appointed arbitrator in a dispute between members of the American Federation of Bookkeepers, Stenographers and Accountants and their employer, the Neo Gravure Printing Company of New York City.

Take it from the members of this union—Jack Dempsey scored a clean knockout in the first round. His arbitration award gave the employees a 10 per cent increase in pay, a forty-hour week, time and a half for overtime, vacations with pay, sick leave, seniority, a preferential shop and other fine conditions asked by the union, including arbitration of any future disputes. The award will run for a year with provisions for renewal.

Inquiry revealed that Dempsey has a 100 per cent union record and that his restaurants in New York are fully organized.

Government Employees' Bill

The American Federation of Labor has sent letters to Senator Robert F. Wagner and Representative John W. McCormack, sponsors of the bill (S. 4269 and H. R. 10384) providing for extension of social security benefits, asking them to hold in abeyance the provisions which would give coverage under the act to federal, state and local government employees until affected unions of such workers can work out some method of protecting the status of their members who are now covered by various federal, state and local pension plans.

The letter was drafted after a conference held by the Social Security Committee of the American Federation of Labor with representatives of the following affiliated unions: American Federation of Government Employees, American Federation of State, County and Municipal Employees, American Federation of Teachers, International Association of Fire Fighters, National Association of Letter Carriers, National Federation of Post Office Clerks, Railway Mail Association, Building Service Employees' International Union of Milwaukee, and Operating Engineers No. 143 of Chicago.

At this meeting it was agreed that further conferences be held during the convention of the American Federation of Labor opening November 18 at New Orleans to work out specific formulas to protect the interests of all workers whether now under retirement plans or not, with the objective of having the Wagner-McCormack bill amended along the lines determined.

SIGN UP CHICAGO UNION STATION

The Brotherhood of Railway Clerks won a two-year fight for better working conditions at the Chicago Union Station. An agreement was signed by the management, establishing standard union conditions for 700 employees and eliminating many abuses against which the Brotherhood had protested.

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State Federation News

From Office of Secretary
402 Flood Building, San Francisco

Rock Workers Get Wage Boost

In a contract signed last week, the Rock Products Workers' Union, of Torrance, Calif., received increased wages and one week's vacation with pay, according to Charles West, Jr., organizer for the California State Federation of Labor, who assisted the union in the negotiations.

Flower Shop Picketed

With the legal department of the California State Federation of Labor appearing for the union, Superior Court Judge Thomas M. Foley last week dissolved a temporary restraining order banning picketing by the Horticulturists and Floriculturists' Union of retail flower shops handling products of the strike-bound Avansino-Mortensen nursery.

Picketing of the retail flower shop of Podesta & Baldocchi in San Francisco was immediately resumed, and Secretary E. V. Conci of the Horticulturists and Floriculturists' Union asserted that the picket line would be maintained until the retail flower shop ceased its aid and encouragement to the anti-union grower.

Prevailing Wage Law

Attorneys for the California State Federation of Labor made a second appearance last week before the Fresno civil service commission to support the demands of the local unions that the city cease evading the prevailing wage clause in its charter by classifying almost all skilled workers as laborers and paying them the lower wage scale of laborers. "There is not a single worker classified as a carpenter or plumber among the entire list of Fresno city employees," the Federation attorneys declared. "It is our intention to use every legal recourse to see that the city classifies its workers according to their proper skills and occupation and pays them accordingly."

Beauticians' Union Sues for Damages

Hearings were set for this week on the demurrer filed by fourteen San Rafael beauty shop owners against the petition of the Beauticians' Union for an injunction against the lockout and blacklist of its members and its suit for \$5000 damages. The legal department of the California State Federation of Labor is representing the union. The complaint of the union alleges that the employers "on or about the 8th day of August, 1940, entered into a combination and conspiracy" to destroy the union and abrogate its contracts with various Marin County beauty shops. It asserts that its members have been told that every beauty parlor in Marin County would blacklist them unless they gave up membership in the union.

Dispute Cannery Owners' Claims

"The C.I.O. goes with the machinery." This claim by the operator of the Golden State Fish Cannery, of Benicia, resulted in a picket line being placed in front of his plant by the union, which has contracts with every other fish cannery in Benicia. The machinery, which the owner claims is indissoluble from the C.I.O. was transferred from a floating cannery to the Benicia plant, according to officers of the union. "The excuse that the C.I.O. goes with the machinery," they said,

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"is the most unusual one we have heard yet to back up a C.I.O. invasion of a field which the A. F. of L. has thoroughly organized. Our picket line will remain on the cannery until the owner makes up his mind to divorce his machinery from the C.I.O."

O'Keefe & Merrit Stoves

As the result of being placed on the "We Don't Patronize" list of the California State Federation of Labor, the O'Keefe & Merrit Company, stove manufacturers of Los Angeles, have suffered a severe curtailment of sales it is declared by officers of the Stove Mounters' Union, at whose request the company was placed on the "unfair list." Members and friends of organized labor were urged to redouble their efforts against this company, which has consistently pursued an anti-union policy and shown its scorn for labor.

Court Upholds Compensation Award

The First District Court has denied the appeal of Block Service, former employer of J. D. Fase, San Francisco window cleaner killed in a fall from the Phelan building, against being compelled to pay penalty compensation of \$2500 for willful and serious misconduct, in addition to the normal award of \$6000 for death. State Federation of Labor attorneys who handled the case for the widow had contended that the employer had failed to provide adequate safety devices, and consequently was liable to penalty compensation.

Reaction from Lewis' Speech

One result of John L. Lewis' radio speech for Wendell Willkie, Secretary Vandeleur reports, is that many of the C.I.O. organizations in the Bay area have called his office and discussed a return to the American Federation of Labor. "We are fed up with John L. Lewis and his communist allies," they declared.

U. S. CIVIL SERVICE POSITIONS

In connection with the increased activity of apprenticeship work in a variety of crafts in the manufacturing industries and building trades the United States Civil Service Commission is endeavoring to secure experienced persons to aid in the promotion and development of national, statewide, and local apprenticeship standards under the Department of Labor. The positions to be filled are: Principal field representative, \$4600 a year; senior, \$3800; field representative, \$3200; and assistant, \$2600. The salaries are subject to a retirement deduction of 3½ per cent. Applications from California must be filed with the commission's Washington office not later than November 22. Further information, as to the requirements for the positions, and application forms, may be obtained from the secretary of the Board of United States Civil Service Examiners at any first or second class post office.

Strike Follows Funeral Of Slain Union Member

Many thousands of union members in St. Louis paid tribute to the memory of Upton Hammond, at funeral services for the 69-year-old union plasterer, who was clubbed to death during a clash between union pickets and non-union men employed on building bungalows at a subdivision in St. Louis County.

Hammond was called "a martyr to the cause of organized labor" at the service, said to be the biggest labor funeral ever held in St. Louis.

Following Hammond's death, business representatives of all building trades crafts declared an indefinite holiday in St. Louis and St. Louis County in protest against the union man's slaying. Fifteen thousand men stopped work and joined in a general drive to obtain unionization of all construction jobs.

An automobile caravan of about 6000 men went first to a big residential building project in the county, where they were told by the contractor that he would not sign a union contract "under any circumstances."

Two hundred pickets were left at the project and the party went on to other non-union projects.

IN AID OF HOMELESS CHILDREN

A brilliant stage show will feature the thirty-fourth annual benefit entertainment and grand ball to be given in aid of homeless children by the Native Sons and Native Daughters of the Golden West joint San Francisco parlors, Saturday evening, November 16, in the Civic Auditorium. The stage program will start at 8:15 p. m., and the grand ball will follow, with dancing continuing until long after the midnight hour.

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Run o' the Hook

By FRED E. HOLDERBY

President of Typographical Union No. 21

A letter arrived this week at headquarters from Sergeant Major F. E. Woodard, Second Canadian Infantry. He is now stationed in London. Fred drew his card from No. 21 early last year, and immediately thereafter joined the Canadian forces for overseas duty. In his letter he complains because they are forced to stand by while the war goes on in the air. Although the writer has written Fred three times he states he has received no mail. The postoffice informs us the surest way to get mail to London is airmail via Portugal. Fred asks that his friends write him. Mail should be addressed 2nd Cdn. Inf. A/T Coy, Base P. O., London, England.

Robert Holman, of the Eureka Press chapel, and wife, left last Friday for Los Angeles. They expect to spend most of the winter in and about the southern city.

E. C. Mann, left for Sebastopol this week, where he will put in a stretch on Christmas and New Year's cards.

The division of labor standards, United States Department of Labor, in a communication addressed to the union, announces applications will be considered for field representatives in the Apprentice Unit of the Department of Labor. Applicants will not be given a written test and will be rated on their qualifications as shown in their applications and on co-operative evidence. Applications must be filed at the Washington office not later than November 20.

A meeting of the boards of directors of the California Allied Printing Trades Conference and the Northern California Conference of Typographical Unions will be held at 11 a.m. tomorrow at the offices of the Allied Printing Council, 503 Market street. At this time a program will be formulated which will enable the two conferences to work as one during the coming legislative session, that legislation affecting the printing industry may receive proper attention through a consolidation of the work of the two conferences. It is believed a committee representing all parties would be far better than individual representation by the conferences in Sacramento, in that a committee such as this could establish a program to work for passage of laws of interest to the printing trades with less expense to the printing trades

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press and a couple of errand boys. Suspense will be unendurable until assurance arrives that "Hoot" and his pals are not mislaid in transit. But anyway we wish them luck in their streamlined cage.

Golf News—By J. W. C.

The 1940 tournament schedule of the Union Printers' Golf Association of San Francisco will be brought to a close on Sunday, November 24, at the Ingleside Golf Club, when the final tournament of the year will be played. The time set for the grand finale is 10 a.m., and play will be over the 18-hole route. Full details of this tournament will be mailed to all association members in the regular monthly announcement, and as this will be the windup of the year, all Association members are urged to attend. As Ingleside is one of San Francisco's most popular courses, and is within a few minutes' drive from all parts of the city, it is hoped that the November tournament will be as large as was the January one, over the same course.

The Association has been fortunate in the past year in that only one of the regular monthly tournaments was called off, although the La Rinconada outing had to be postponed due to inclement weather. Ten of the eleven tournaments went through as per schedule and the Association may consider itself fortunate in that 90 per cent of the schedule was carried out exactly as was planned in January of this year.

The writer has made several pertinent observations that the Association membership would rather play their golf in close to San Francisco, except on stated occasions such as the La Rinconada outing and the annual party. The close-to-home tournaments of the Association drew very well during the past year, and one or two of the out-of-town affairs were really well attended, but on the whole the greater play came when the tournament was either scheduled for Ingleside or Sharp Park. It will be impossible to schedule more than one or two tournaments at Sharp or Ingleside for next year, and the officers of the Association will appreciate any and all suggestions as to what form of a tournament schedule the membership wishes for the new year.

Short Shots from Chabot—Three new participants were present at Chabot to participate in their first Association tournament, and it is with pleasure that the Association welcomes to the regular gatherings, O. T. Godfrey, of the James H. Barry chapel, and E. A. Murphy, of the Schwabacher-Frey chapel. . . . Guy Kell, of the Halle-Cordis chapel, was also participating in his first Association tournament, although Guy has been a member of the Association since its inception. . . . Faces that we have missed for several tournaments but present at Chabot were Wayne Dye, Vic Scott, L. L. Sheveland, Len Sweet and Frank Smith. . . . The 1941 Association dues cards were presented to the secretary by Wayne Dye for the second consecutive year, and needless to say the thanks of the Association are extended to Wayne for the splendid membership cards that we enjoyed showing for the year 1940 and that we will again have the pleasure of using in the coming year. . . . As we are just about getting down to the end of the tournament year, the writer would like to express thanks, on behalf of the officers, to the membership for the splendid help and co-operation that has been received in all of the monthly tournaments staged in the past year, and as one small favor we hope that we might be able to see a 100 per cent attendance at Ingleside to wind up the excellent tournament schedule that has been so

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enjoyable to the officers, and we hope to all the Association membership. Remember it will be the 24th of November, and the time 10:30 a. m.

Woman's Auxiliary No. 21—By Laura D. Moore

By order of International Secretary-Treasurer Margaret C. Littlejohn, a special meeting of the auxiliary membership is called for next Tuesday evening, November 12, at Red Men's building. The purpose of the meeting is a referendum election for change of international by-laws. Seventeen propositions are to be presented, one of the amendments being in reference to the union label. It is vitally important that members read the convention proceedings from cover to cover in order to be prepared to vote. Any member lacking a copy of the convention proceedings may obtain one from Secretary Louise A. Abbott (859 Castro street, Atwater 1767). . . . The secretary of the international auxiliary is giving three prizes for the auxiliaries and the individuals bringing in the most members during the year. . . . The entertainment and ways committees will meet this evening, November 8, with Mrs. Marguerite Christie, 1555 Eighth avenue. The committees will draw up a report which will be presented to the membership at the next regular business meeting, Tuesday, November 19. . . . The Glee Club observed Haloween by serving coffee and cake after rehearsal. Husbands calling in to escort their wives home remained for the social hour. New members will still be welcomed into the Glee Club. . . . The label committee will meet in regular session at 1:30 p. m. Wednesday, November 13, at the home of Mrs. Grace Young, 22 Gough street, apartment 6. . . . Ray W. Gilroy of the "Examiner" ad department, who was operated on Monday morning at Mills hospital, San Mateo, is doing nicely. . . . Mr. and Mrs. David Anley and daughter, Marie, entertained last week-end, at their La Honda home, Mr. and Mrs. James Baker and daughter, Betty. . . . Mr. and Mrs. Harry F. Young drove to Los Angeles October 31 to visit an old friend. They returned Monday evening. . . . Mrs. Gladys Boone returned Sunday night from a five-day visit with her sister in Glendale. While there, Mrs. Boone called upon the daughter of Mr. and Mrs. Fred E. Holderby, Mrs. Florence Jackson. . . . The Benjamin Skinners have been eating ducks since the head of the house spent last week-end duck shooting at the place of a friend at Los Banos. Mr. Skinner plans a return engagement November 16 to bag the festive Thanksgiving bird. Mrs. Skinner says duck is a nice change after fish. The hunting-fishing fraternity have heard that before!

Firemen's Pageant and Ball

More than \$60,000 was paid out by the Widows and Orphans' Aid Association of the San Francisco Fire Department during the past twelve months to families of deceased and disabled firemen. To replace this sum, at least in part, is the main purpose of the thirtieth annual pageant and ball being held under the auspices of the Association at the Civic Auditorium tomorrow (Saturday) evening.

Again this annual event will provide an opportunity for the people of San Francisco to witness some of the work of the department—how the members of the department are prepared to meet disaster contingencies and emergencies, how men, women and children are removed from burning



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Dancing in the three halls will commence after the grand march, to be led by Mayor and Mrs. Angelo J. Rossi.

Federation of Teachers, No. 61

By GRACE YOUNG, Secretary

Because the second Monday in November is Armistice Day, a legal holiday, there will be no meeting of the Federation of Teachers on that day. But we are busy with plans for the state convention of the California Federation of Teachers, which will be held in International House, Berkeley, November 22 and 23.

One of the features of this convention will be the address, at 9 a. m., Saturday, November 23, by Ralph Nelson, actuary for the California State Department of Education. He will give us the official report on the present status of the retirement law.

Friday evening will be the social highlight of the meeting—a banquet for members and their friends at International House.

From our national headquarters we just received excerpts of the educational policies recommendations made by the executive council of the American Federation of Labor to both the Democratic and Republican platform committees and the planks which were inserted in these platforms by the parties. It will make even more interesting reading after election when we have an opportunity to see how well these planks are kept.

On Monday, November 18, the executive board of Local 61 will meet at the home of one of our trustees, Mrs. R. Gladstein, 1100 Fulton street. The hour is 4 o'clock in the afternoon.

From Cleveland comes a recommendation by the Cleveland Federation of Labor which is worth following in every city: ". . . a successful democracy depends primarily upon the moral and educational standards of the people, and the public schools of the nation are the principal means of maintaining these standards."

The California Schoolmasters' Club announces its annual dinner, which will be held at the Hotel Whitcomb, Tuesday, November 19, at 6:15 p. m. The price is \$1.30 per plate. Dr. Theodore J. Krebs, professor of business economics, Stanford University, will be the speaker, his topic being "The Economics of National Defense."

TANK CAR IS VERSATILE

Strange vehicles developed during the current war include a British tank car which is capable of flushing streets, fighting fires, and spouting poison gas. The apparatus is mounted on rubber tires and drawn by what is known as a "mechanical horse."

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34 YEARS OF COMPLETE HOME
FURNISHING ON PIN MONEY TERMS
Corner 17th and Mission

Mailer Notes

By LEROY C. SMITH

President Le Roy F. Bennetts met with a painful accident one day last week when he slipped and fell on a wet pavement, suffering a badly sprained wrist, but fortunately sustained no further injuries.

Information at hand is to the effect that the newspaper branch of the St. Louis printers is out for a proposed new wage scale and contract with the publishers. They are asking for a seven instead of an eight-hour day, and an increase in scale from \$9.60 to \$11 per day, the scale also to include a moratorium on apprentices. The St. Louis mailers are also out for a new contract with the publishers, but no proposed wage scale has been announced. Secured by a committee of which Joseph P. Jud was chairman, the St. Louis mailers have had a moratorium on apprentices for the past several years. Pending negotiations between the newspaper publishers and the Stereotypers' Union of St. Louis will probably go to arbitration. What will very likely make the outcome of wage scale negotiations between the newspaper publishers and printing trade crafts of St. Louis of some interest, to mailers especially, is the opinion expressed by some members of the M.T.D.U. that it was a wiser policy for the publishers to hire Mr. Roberts to represent them instead of having him oppose them or represent unions in scale negotiations, so they appointed Mr. Roberts as secretary of their (the publishers') association. Well, time will tell, or answer that question, no doubt.

The Des Moines (Iowa) Mailers' Union has negotiated a two-year newspaper contract. The present scale is: Day, 98½ cents; night, \$1.06¾. The new scale provides: Day, 3¼ cents increase per hour, November 4, 1940, to November 4, 1941, and 3¼ cents hourly increase from November, 1941, to November, 1942; night side, 5¾ cents hourly increase from November, 1940, to November, 1941, and 3¼ cents hourly increase from November, 1941, to November, 1942. The one-half night shift has been eliminated. The new contract calls for one week's vacation with pay, with the stipulation that if other printing trade crafts negotiate a two weeks' vacation with pay, the same will be granted to the mailers.

"Our union officials," says the New York "Mailer News," "have finally woke up to the fact that they are spending about \$4500 more a year than the union receives in dues. 'But that's easy to correct,' the officials say, 'just raise the dues.'"

There are no Community Chests in dictator countries! Never did America need these neighborly home services more. Support the Community Chest.

**PEOPLE'S
An Independent
100 Per Cent Union
DAIRY**

**YOU CAN HELP
Keep Local Workers Employed
Insist on these Union Made Brands of Work Clothing**

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**BOSS
OF THE ROAD**

MADE 100% IN SAN FRANCISCO

S. F. Labor Council

Labor Council meets every Friday at 8 p. m. at Labor Temple, Sixteenth and Capp streets. Secretary's office and headquarters, Room 214, Labor Temple. Headquarters phone, MARKet 6304. The Executive and Arbitration Committees meet every Monday at 7:30 p. m. Union Label Section meets first and third Wednesdays at 8 p. m.

Synopsis of Minutes of Meeting Held Friday Evening, November 1, 1940

Meeting called to order at 8:20 p. m. by Vice-President Palacios.

Roll Call of Officers—All present except President Shelley, who was excused.

Reading of Minutes—Minutes of previous meeting approved as printed in the Labor Clarion.

Credentials—Bakery and Confectionery Workers No. 24, John Kapor vice Artemisia Perea. General Warehousemen No. 860, announcing that Process Cheese and Mayonnaise Products Workers' Union No. 20987 will become a part of their organization from now on and that Brother Ambrose Saxon, their delegate, will continue to represent same. Retail Department Store Employees No. 1100, Arthur Rosenbaum vice Hazel Marcovich. Operating Engineers No. 3, P. E. Vandewark vice Charles Carney. Pharmacists No. 838, James Collins vice J. H. Kane. Candy and Confectionery Workers No. 24, Earle Piercy vice Al Roth, and Loyall Covell vice Ross Caswell. Electrical Workers No. B-202, Carroll Kastendeik vice Elmer Lewis. Waiters and Dairy Lunchmen No. 30, F. Oestreich vice our late Brother Louis Francoeur. Delegates seated.

Communications—Filed: Minutes of the San Francisco Building and Construction Trades Council. From Joseph A. Schmidt, managing superintendent of the Civic Auditorium, notifying the Council that they have tentatively made a blanket reservation covering all halls in the Civic Auditorium for the convention of the American Federation of Labor in 1941, since there is a strong possibility that it will be held in San Francisco next year. From Local Blacksmiths' Union No. 168, thanking the Council for the very fine tribute paid to the memory of their departed Brother James J. McTiernan. From San Francisco and East Bay Ink and Roller Makers No. 5, replying to the absent-notice sent their union regarding their delegate, Earle D. Hargraves. From the family of the late delegate, Louis Francoeur, thanking the Council for its expression of sympathy on the death of the late brother. From Congressman Richard J. Welch, acknowledging receipt of the Council's letter inclosing resolution passed by Upholsterers No. 28 and stating that he will take this matter up with the Maritime Com-

mission. From Congressman Franck R. Havenner replying to our letter and resolution passed by Upholsterers No. 28 and stating that he has submitted same to the chairman of the United States Maritime Commission; soon as he receives a reply will advise us. From United States Senator Sheridan Downey, regarding the same matter and advising that as soon as he has any information he will communicate with us again. From Apartment House Employees No. 14, withdrawing their request for strike sanction against Charles Gompertz, of 494 Twenty-seventh avenue, stating dispute has been settled and agreement signed. From Mr. W. G. Storie of the San Francisco Employers' Council, arranging a meeting with the Optical Dealers' negotiating committee on Wednesday, November 6, at 8 p. m., in Room 922, Adam Grant builing.

Bills were read and ordered paid.

Referred to the Executive Committee: Retail Shoe and Textile Salesmen's Association No. 410, requesting that the representatives of the Stein Clothing Store, 33 Kearny street, be summoned before the Executive Committee. Real Estate Salesmen No. 22250, requesting that we invite Mr. N. W. Anderson, 614 Taraval street, to be present at our next meeting regarding non-payment of commission to one of the union's members. International Ladies' Handbag, Pocketbook and Novelty Workers No. 31, asking strike sanction against the Western Manufacturing Company, 149 Ninth street. Automotive Warehousemen No. 241, inclosing check for \$10 for attorney's fees regarding the Howard Automobile case. Retail Cigar and Liquor Clerks No. 1089, asking strike sanction against those liquor stores which have refused to sign the new agreement. Macaroni Workers No. 493, presenting their contract containing certain changes in wording. Garage and Service Station Employees No. 665, asking that the following be placed on the "We Don't Patronize" list: Langendorf Baking Company, Continental Baking Company, Kilpatrick Baking Company and Homestead Baking Company. Building Service Employees No. 87, requesting strike sanction against the Building Owners and Managers' Association for failure to negotiate a new agreement. Elevator Operators No. 117, also asking strike sanction against the same association. Grocery Clerks' No. 648, asking strike sanction against Tompkins Grocery, 3243 Balboa street; Lombard Market, 1600 Lombard street; Parkside Inn Market, 1227 Taraval street; also the same union desires to cancel their request for strike sanction against the Alhambra Candies, 2206 Polk street, and Alhambra Bakery, 2310 Polk street, they having adjusted differences with both of these stores. Circular Distributors No. 11-BB inclosing check for \$5 for attorney's fees in the Howard Automobile case. Apartment House Employees No. 14, asking strike sanction against the following: Lorraine Natoli, operator, of 754 Post street and 555 Jones street; Mr. Schmaling, operator of 636 Bush street; Mrs. A. De Silva, operator of 520 Taylor street; Mrs. Marie Nemer, operator of 346 Leavenworth street; the same union also wishes to withdraw strike sanction against Mrs. Jean Edwards, operator of 265 Fell street, stating that this has been settled satisfactorily.

Resolution—Resolution presented by Delegate Vernon Burke regarding the Conscription act and members of organized labor. (See resolution in full in another column.)

Report of the Executive Committee—(Meeting held Monday evening, October 28, 1940.) In the matter of Casket Workers No. 94 and their new agreement containing several changes; your com-

mittee recommends endorsement, with the usual admonition. In the matter of the Circular Distributors and their request that Dr. Orwitz, dentist, be placed on the "We Don't Patronize" list; Brother Fleming was present representing the union and Mr. Mishkin represented the doctor; these seems to be an indication this might be settled, and therefore, will be held in committee. With reference to the Grand Upholstering Company and Dependable Mattress Company, also at the request of the Circular Distributors' Union, this matter was referred to the secretary to call the interested parties together for the purpose of bringing about a settlement. In the matter of Furniture Workers No. 1541, requesting strike sanction against the Bedding Manufacturers of San Francisco; both sides were represented, also Brother King of Upholsterers' Union No. 28; your committee appointed a sub-committee consisting of Brothers O'Connell, Douglas and Johns to assist the union in every way possible. Your committee took up the matter of paying the expenses of the delegate to the American Federation of Labor convention to be held in New Orleans and recommends that the delegate be allowed \$650; recommendation adopted. Report adopted as a whole.

Report of the Organizing Committee—The organizing committee reported favorably on the following delegates: John Kaper, Bakery and Confectionery Workers No. 24; Ambrose Saxon, General Warehousemen No. 860; Arthur Rosenbaum, Retail Department Store Employees No. 1100.

Reports of Unions—Optical Workers—Request all who purchase glasses to look for the union card of the mechanic who makes them. Warehousemen No. 860—Cheese and Mayonnaise Workers have given up charter and joined the Warehousemen's Union. Candy Workers—Request the Council to write a letter to the Los Angeles Labor Council to declare the MacFarlane Candy Company unfair. Electrical Workers' International Union—Pays \$1000 life insurance; will take a referendum of membership for conscripted members on the payment of \$2 per year; Hatch Hetchy Municipal Power Committee still active, at 227 Valencia street. Apartment House Employees—Have signed up fifteen apartment building recently; thank all who are assisting them. Waitresses—Reported that a Miss Harris, who is working for the election of Willkie for President, is NOT a member of the Waitresses' Union. Laundry Workers—Reported the same. Knit Goods Workers—Reported that Gantner & Matern Company is still unfair; case heard before the N.L.R.B.; don't know what the result will be yet; announced a series of talks on "Democracy and Education" starting on Armistice Day, November 11, at 345 Mason street, and every Monday thereafter. Sailors—Reported everything quiet on the waterfront now. Bartenders—Will contribute to Howard Automobile Case fund. Engineers—Are negotiating new agreements with several institutions; have signed 180 new agreements; still prosecuting fight against Sutro Baths; have taken up case of injured worker with State Federation of Labor; will contribute to Howard Automobile Case fund. Circular Distributors—Have signed a long term contract for distribution of telephone books. Hotel Employees No. 283—Have moved into new headquarters at 61 Eddy street; everybody invited. Wholesale Liquor Salesmen—Reported that they are making progress.

Receipts, \$935; expenses, \$351.58.

Council adjourned at 9:25 p. m.

Respectfully submitted.

JOHN A. O'CONNELL, Secretary.

SAFE BATHTUBS URGED

Round-bottomed bathtubs contribute heavily to the 5,000,000 annual injuries occurring in homes. To reduce this toll the United States Housing Authority recommends tubs with bottoms as flat as is consistent with proper drainage.

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A Complete Line Union-Made Work Clothing

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Made of heavy 8 oz.
blue denim, riveted at all
points of strain, full cut
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UNION-MADE HEADLIGHT WORK SHIRT

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Your choice of heavy grey chambray or
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NEW FUNERAL HOME AND CHAPEL
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Points to Abuses Under "Merit Rating" System

Bitterly criticizing the policy of certain employers who refuse to hire workers who have sustained industrial injuries, the California State Federation of Labor announced this week that it will seek the enactment of legislation to end this practice unless employers and insurance companies voluntarily co-operate to stop what the Federation termed "indefensible discrimination."

"Thousands of workers who have recovered from industrial injuries find themselves subjected to indefensible discrimination by employers who are encouraged by insurance companies to ban such workers from employment, in the hope of reducing their compensation insurance premiums," Secretary Edward D. Vandeleur, of the State Federation, charged, and further stated: "The insurance company inspired discrimination extends to many other workers. Such workers may not be the perfect physical specimens the insurance companies try to restrict employment to, but they are able, skilled and capable of effective productive work."

Vandeleur called this discrimination the great defect in the "merit rating" system of computing compensation insurance premiums, and declared that the State Federation of Labor will push for the enactment of legislation banishing "merit rating" benefits to any employer proven guilty of employment discrimination, unless the evil is voluntarily eliminated.

Resolution

The following resolution was adopted at last Friday night's session of the San Francisco Labor Council:

Whereas, The Congress of the United States has enacted into law compulsory military training, known as the Conscription act, and the results of this will automatically cause conscripted men to leave their place of employment and in many instances place in jeopardy their jobs and seniority rights as well as the welfare of their families; and

Whereas, The State Federation of Labor has adopted a position demanding that in the enforcement of the Conscription act that the following provisions be observed for the welfare of labor:

- That no class discrimination by draft boards be made in favor of employers and members of their families.

- That adequate health facilities be prepared prior to the entry of conscripts into military service.

- That the families of the conscripted men be protected against all foreclosures and evictions resulting from inability to meet payments.

- That adequate federal and state appropriations be allocated to the families of the conscripted men to prevent misery and want.

- That the law in no way be used to subvert the rights of labor to organize, strike and picket.

- That employers must recognize unqualified job seniority rights for all conscripted employees; therefore be it

Resolved, That the San Francisco Labor Council

The Recognized Label



In Recognized Clothes
HERMAN, Your Union Tailor
1207 MARKET STREET

cil set up a committee consisting of one member from each department in the Council to function in the capacity of advising union members of their rights under the Conscription act and in representing members of organized labor who become involved in difficulties brought upon them through the Conscription act; and be it further

Resolved, That copies of this resolution be sent to all councils and local unions affiliated with this Council with the request that they take similar action.

Hospital Workers to Dance

A large crowd is expected at the sixth grand annual ball of Hospital and Institutional Workers' Union No. 250, to be held tomorrow (Saturday) evening in the Scottish Rite hall, Van Ness avenue and Sutter street. Business and labor leaders, doctors and nurses will join with the hospital workers in this evening of fun and entertainment.

The music will be furnished by Ernest Gatto and his orchestra. Door favors will be given, and all kinds of refreshments will be served to assure those present a most enjoyable evening.

The general admission charge is 44 cents, tax included. Tickets are on sale at the union's headquarters, room 206 in the San Francisco Labor Temple, and will also be available at the box office the evening of the dance. All are cordially invited to attend and participate in what promises to be a most enjoyable event.

SCHOOL FORUMS TONIGHT

Two numbers on the adult education program of the San Francisco Public Schools are scheduled for this (Friday) evening. At the Marina junior high school, Fillmore and Chestnut streets, George M. Mardikian, former lieutenant in the Armenian army, will have for his subject "A Refugee Makes Good in America." At the LaFayette school, Anza street at Thirty-sixth avenue, the subject will be "Mexico and the United States as Related to Western Hemispheric Solidarity," discussed by Dr. George Tays of the University of California and Miss Verlinda Silva, of the Casa Hispana, Berkeley. The forums begin promptly at 7:30 and there is no admission charge.

Hotel Workers No. 283

By ROGER P. DEENEY, Secretary

Local 283 continues its march in organization of hotels that have had but a few union members working in them before. In co-operation with Local 14 we are bending every effort toward organizing all positions in the hotels, placing each worker in his proper jurisdiction.

Our new hall is rapidly nearing completion, but because of the enforced delay of some of the work, on account of the busy season of the contractors, we have been unable to occupy it as early as we had hoped. We are moving from our location Saturday, November 9, and will have our grand opening in the new hall Saturday, the 16th, to continue for a full week. We extend a cordial invitation to all of our good friends, and to brothers and sisters in other locals.

Arbitration with the hotel owners has not progressed as we had hoped it might, and if we are not granted the rights of our agreement immediately there will be very little sense in spending a lot of money on arbitration, as the contracts are up June 30, 1941. In the meantime, No. 283 continues to gain strength, and is increasing steadily in membership.

Notice to Union Secretaries

The revised directory of unions affiliated with the San Francisco Labor Council is to be again published in a forthcoming issue of the Labor Clarion. The last publication of this directory was in the Labor Day edition, August 30. If there has been change in your headquarters or union meeting date since that time, please notify the office of the secretary of the Labor Council immediately.

"Try to want little, and maybe you'll get it."

Phone UNderhill 4127 UNION STORE
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FLORAL ARTISTS
Funeral Work a Specialty—Lowest Prices
3089 Sixteenth St., nr. Valencia San Francisco

"We Don't Patronize" List

The concerns listed below are on the "We Don't Patronize" list of the San Francisco Labor Council. Members of labor unions and sympathizers are requested to cut this out and post it: Adam Hat Stores, Inc., 119 Kearny.

A. Desenfant & Co., manufacturing jewelers, 150 Post.

American Distributing Company, Austin Studio, 833 Market.

Becker Distributing Company.

B & G Sandwich Shops.

Beauty Shops at 133 Geary (except Isabelle Salon de Beaute).

California Watch Case Company.

Curtis Publishing Co., publishers of "Saturday Evening Post," "Ladies' Home Journal," "Country Gentleman."

Dial Radio Shop, 1955 Post.

Drake Cleaners and Dyers.

Duchess Sandwich Shop, 1438 California.

Faix Manufacturing Company, 1356 Harrison. Forderer Cornice Works, 269 Potrero.

Gantner & Mattern, 1453 Mission.

Golden State Bakery, 1840 Polk.

Goldstone Bros., manufacturers of overalls and workingmen's clothing.

Howard Automobile Company.

John Breuner Company.

Kroehler Furniture Manufacturing Company.

L. C. Smith Typewriter Company, 545 Market

MacFarlane Candy Stores.

Magazines "Time" and "Life," products of the unfair Donnelley firm.

Mannings' Restaurants.

M. R. C. Roller Bearing Company, 550 Polk.

National Beauty Salon, 207 Powell. Navlett Seed Company, 423 Market.

O'Keefe-Merritt Stove Co. Products, Los Angeles.

Pacific Label Company, 1150 Folsom.

Paul Furniture Company, 987 Mission.

People's Furniture Company.

Purity Springs Water Company, 2050 Kearny.

Remington-Rand Inc., 509 Market.

Riggs Optical Company, Flood Building.

Romaing Photo Studio, 220 Jones.

Royal Typewriter Company, 153 Kearny.

Serv-Well Grocery, 595 Ellis.

Sherwin-Williams Paint Company.

Speed-E Menu Service, 693 Mission.

Standard Oil Company.

Stanford University Hospital, Clay and Webster.

Sutro Baths and Skating Rink.

Swift & Co.

Underwood Typewriter Company, 531 Market.

W. & J. Sloane.

Woodstock Typewriter Company, 21 Second.

Wooldridge Tractor Equipment Company, Sunnyvale, California.

All non-union independent taxicabs.

Barber Shops that do not display the shop card of the Journeyman Barbers' Union are unfair.

Beauty Shops that do not display the shop card of the Hairdressers and Cosmetologists' Department of the Journeyman Barbers' International Union of America are unfair.

Cleaning establishments that do not display the shop card of Retail Cleaners' Union, Local No. 93, are unfair.

Cooks' Union News

By C. W. PILGRIM

Thursday, October 31, being the fifth Thursday in the month, Local 44 did not hold a meeting.

Your paper is out, and you should have it at your home. If you have not received it, come up and give the secretary your correct address. Be sure to go carefully over the article by Brother H. McDowell, and let us know what you think of his ideas on the matter of working shorter hours and less days each week. Any letter you send in (no matter whether or not you are a member) will receive consideration, and, if possible, publication in a future issue.

Our office received a call from the owner of a restaurant. He wanted to see a business agent right away. Brother Patran paid him a visit, only to discover that he had sub-leased his place some time previously and that the lessee had pulled out owing him three months' rent and "sundries." He was extremely peeved when the business agent told him that sub-leasing his place was not recognized; that neither he nor the union could do a thing about it, and that he would be lucky if the cook did not put in a claim for wages. Just a few setbacks of this kind will teach some people that when they find that they cannot run a place themselves and make it pay the best thing to do is shut it up and throw the key away.

Another case has come to attention where the boss is trying to sub-lease the kitchen to a sucker. He has received warning as to what he is up against, so maybe he will change his mind.

Tuesday, November 12, there will be two meetings for shop stewards at headquarters, one in the afternoon at 3 o'clock, and the second at 7 p.m. If you are a shop steward make it your business to attend one of these meetings.

The elections are over, and we want you to take notice of the way the Associated Farmers controlled the votes in the states and counties where they are organized. This bunch have got more from the government in the past few years than any other section of the people, and they are always doing their level best to get the S.R.A. and other relief measures that affect the workers cut down; but when it comes to electing one of their own to any office they can pour out money without end.

Auxiliary of Carmen 1004

By MARY GRANUCCI, Publicity Chairman

October 12—and another year that we have been organized has passed, which we celebrated with our usual banquet. This year it was held at Maison Paul, and fifty-one were present.

Mrs. Norma Bouscal was chairman, assisted by Mrs. Nora Walker. Mrs. Bouscal celebrated her birthday that evening and Mrs. Blakely her twenty-seventh wedding anniversary. Music was furnished by Tino Granucci, Jr., and Gil Castro. Due to his illness, Charles Gianola, husband of our president, was unable to be present. Peter Hays, president of Division 1004, was also unable to be present due to the illness of his little son.

Our lesson on unionism again was taken, on the Social Security act, and was presented by Mrs. Ella Howe.

Plans were made to have a money-paying activity in November, to take care of the annual Christmas Tree party for our children. Members, if you can't sell your tickets, buy at least two and help us in making this party a success.

The K-L-M committee, with Mrs. S. Lidstrom as chairman, had charge of our last social, and we did have a good time. Get to work on the membership drive, sisters. You know if your team loses you have to treat, and it's best to be on the receiving side of it. Personally, I know—I've been on the losing side before. Until next time. . . .

FAVOR I.L.O. OFFICE IN CANADA

The recent convention of the Canadian Trades and Labor Congress adopted a vigorous resolution favoring the establishment of headquarters of the International Labor Office in the Dominion.

"BLIND" DRIVING

When a driver takes his eyes off the road for only one second when traveling at a speed of thirty miles an hour his car covers a distance of forty feet.



BUY THE RIGHT SIZE GAS CIRCULATING HEATER

Like head-size in hats there is a heat-size in Gas Circulating Heaters. The right size fits and one feels its instant comfortable rightness.

Too often folks buy a Gas Circulating Heater they guess will be all right. Such guesswork usually means getting a heater that is too small. Then when cold snaps put the temperature far below the comfortable seventies—that small size heater blazes away "full-on" because it has no reserve capacity. And it takes an uncomfortable long time changing a chilly room into a comfortable warm room.

This month, dealers everywhere are displaying the latest in efficient, attractive, economical Gas Circulating Heaters. You'll be sure to find in their extensive selections a heater that is right for your need and right in a price that fits your budget. Let your dealer or this company help you with expert advice. Don't guess!

SEE YOUR DEALER OR THIS COMPANY

P·G·and·E·

PACIFIC GAS AND ELECTRIC COMPANY